
Important – Updates to Disney-Style Audit Approach

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Date Wed 2026-04-29 04:27

To

Dear Licensee/Vendor,

In support of Disney's ongoing efforts to strengthen audit effectiveness and to align with industry best practices, Disney International Labor Standards (ILS) is standardizing the approach for **Disney-style audits conducted under the ILS Program**.

Disney-style audits may occur under the following scenarios:

1. **Commissioned by Disney** (also known as a Disney Directed Audit or DDA), that uses an **unannounced** audit approach.
2. **Commissioned by a Licensee/Vendor**, that has historically used an **announced** audit approach.

Effective October 1, 2026, Disney requires that all Disney-style audits, including those commissioned by a Licensee or Vendor, are conducted using an unannounced approach, and that the audit firm is given at least 90 days to complete the audit.

This update applies only to the scheduling of Disney-style audits and does not affect audit scope, audit standards, or compliance expectations. This update does not impact qualified audits conducted under other programs accepted by Disney.

Please ensure that your facilities are prepared for this updated requirement, including having relevant records and personnel available during normal operating periods.

If you have any questions, please contact your ILS representative.